

# Sustainability Report

## 2022-2023



# Contents

Guardian Media Group is committed to eliminating 67% of our greenhouse gas emissions by 2030 and to being transparent about our progress.

This report details our emissions for the financial year 2022/23 (covering the period April 2022 to March 2023) and the steps we are taking to reduce them. In late 2023 we shared the results of our first ever biodiversity audit.

We also outline the ways in which we seek to have a wider positive impact on the environment across our business and details of our B Corp certification.

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# Introduction



**Anna Bateson**  
Chief executive officer,  
Guardian Media Group



Being a purposeful and sustainable business is central to our strategy, bringing together many aspects of our work and the decisions we take together. We aim for every aspect of our business to live up to the high standards set by Guardian journalism and environmental sustainability is one important way we embed our purpose in our day-to-day operations.

In 2020 we committed to eliminate two thirds of our greenhouse gas emissions by 2030. We have continued to take important strides in tackling our environmental impact and emissions in 2022/23 were 30% lower than three years ago.

We know that the need for further cuts in emissions is urgent, and we are on track to achieve our longer-term goals. All the scientific indicators point to rising temperatures and the rapid loss of nature habitats worldwide. At the same time there are huge gaps between the scale of global action that is needed to halt those trends and the pace of actual change.

Our philosophy continues to be to take a wide view of our impact, encompassing both our direct impacts as well as those of our suppliers. We also commit to adopting the latest measurement and methodology approaches as these evolve and improve. This means the range of activities we can report on will increase, which pushes us to improve outcomes at every opportunity.

With almost 99% of our measured emissions footprint generated through our supply chain, working in close collaboration with our suppliers is key to our reduction strategy and sustainability considerations play a central role in our procurement processes. Our UK daily newspapers are now printed at sites powered by 100% renewable energy and this year we moved our IT data centre to a new supplier that uses 100% renewable energy.

Carbon emissions are only part of the story when we think about what it means to be sustainable and our impact in the world. In 2023 we conducted our first ever biodiversity audit, complementing our existing carbon emissions measurement, and giving us a much broader understanding of our impact on nature. As far as we know, we are the first newspaper publisher to have done this and one of only a few companies to have taken this step. You can read more about the findings in this report and on our website.

More broadly, our B Corp certification is a transparent and recognised way to show our progress and ambition across a range of social, environmental and governance standards. Details on our recent and improved recertification, completed in 2023, are also included in this report.

We believe we can build the Guardian's position as one of the world's leading quality news publishers, becoming more global, more digital, and producing more world-class journalism, while also reducing the impact that we have on the environment. We still have a lot to learn, but we hope our transparency will be useful - and set a precedent - for others setting out on the same path.

## Key figures

**17.2bn**  
Total digital page views

**35.3mn**  
Newspapers sold

**£264.4mn**  
Total revenue,  
up 3% year-on-year

**23,925 tCO<sub>2</sub>e**  
Greenhouse gas emissions  
(scopes 1, 2 and 3), down 8%  
year-on-year

**90.6 tCO<sub>2</sub>e/£mn**  
Emissions intensity  
(scopes 1, 2 and 3)

# Key trends and challenges

Like all organisations, we are defining our environmental plans and measuring our impact against a changing background of scientific knowledge and accepted best practice. We are fortunate to be informed by the Guardian's world class team of environment reporters and also seek advice and input from external experts, industry groups and staff to shape our approach.

These are some of the major trends and challenges shaping our work:

### 1. The need for action on climate and nature loss becomes more urgent

It is becoming ever clearer that the rapid loss of species and degradation of nature poses as much of a threat to human health as the climate crisis, and the science tells us that the two are inextricably linked. UN-agreed 2030 targets for climate and nature mean that all businesses need to proactively investigate and address their impacts. This drives our ongoing commitment to reduce our greenhouse

gas emissions by two thirds by 2030 and our decision to conduct our first ever biodiversity audit.

### 2. Data quality is improving but remains inconsistent

Almost 99% of our measured emissions footprint is generated through our supply chain, placing a big reliance on data from suppliers for us to be able to report our impact accurately. Sustainability considerations are a core part of our procurement process and ongoing engagement with existing suppliers. Suppliers are becoming much better equipped to provide data about their own emissions and new information helps us fill gaps in our knowledge from prior years. For biodiversity reporting, data availability is currently limited but is likely to improve quickly over the coming years.

We believe historical data should be updated to reflect new information as it comes to light. Accordingly, we have restated our figure for 2021/22 due to some new information received

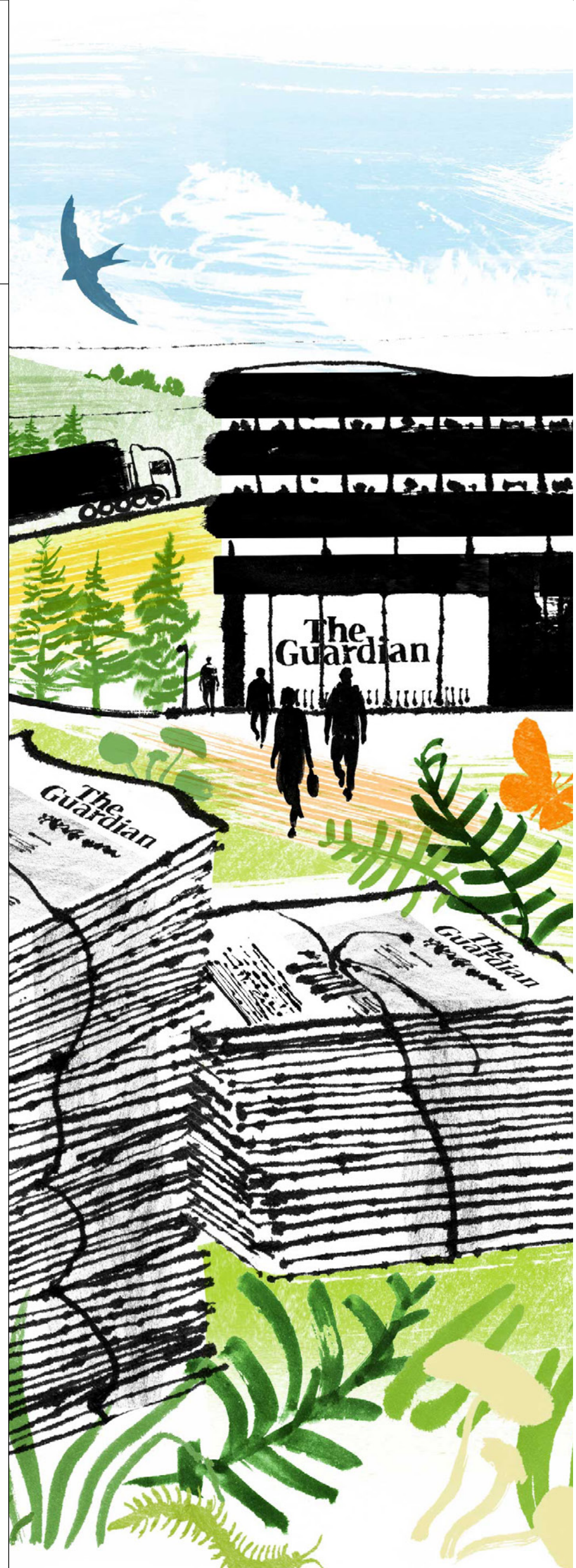
from some suppliers and changing the methodology we use to calculate emissions relating to renewable energy sources. Restating means that our published figures are more accurate and provide more meaningful year on year comparisons.

More details on our restated figures can be found in the [Appendix](#).

### 3. Data methodologies are expanding the scope of what can be measured

Environmental reporting standards are constantly evolving. The Greenhouse Gas (GHG) Protocol provides the basis for much of our reporting but we also seek out the latest emerging methodologies in areas that it does not cover. These include well-to-tank emissions for renewable energy sources (the emissions created from producing, storing and delivering energy) and methods to measure emissions from staff working at home. We are exploring and contributing to emerging methodologies for digital advertising emissions. Over time, this

means that the range of activities we can report on - and take action to reduce emissions from - will increase.



# Greenhouse gas emissions by scope

Our emissions are measured according to accounting standards defined by the GHG Protocol wherever possible. Our audit measures a range of greenhouse gases but is reported in tCO<sub>2</sub>e - tonnes of carbon dioxide equivalent. Our annual audits are conducted by Green Element, an environmental consultancy.

For some parts of our supply chain, international accounting standards have not yet been developed and in those cases we look for the most suitable methodology available. These include employee commuting and digital products.

Our reporting divides carbon emissions into three scopes. A breakdown of the Scope 3 categories included in our figures can be found in the appendix.

## Scope 1

**Direct energy consumption**  
Direct emissions from our own facilities, including gas used for heating and estimated refrigerant losses from air conditioning in our offices.



## Scope 2

**Indirect energy**  
Indirect emissions from the generation of purchased electricity used in our own facilities.



## Scope 3

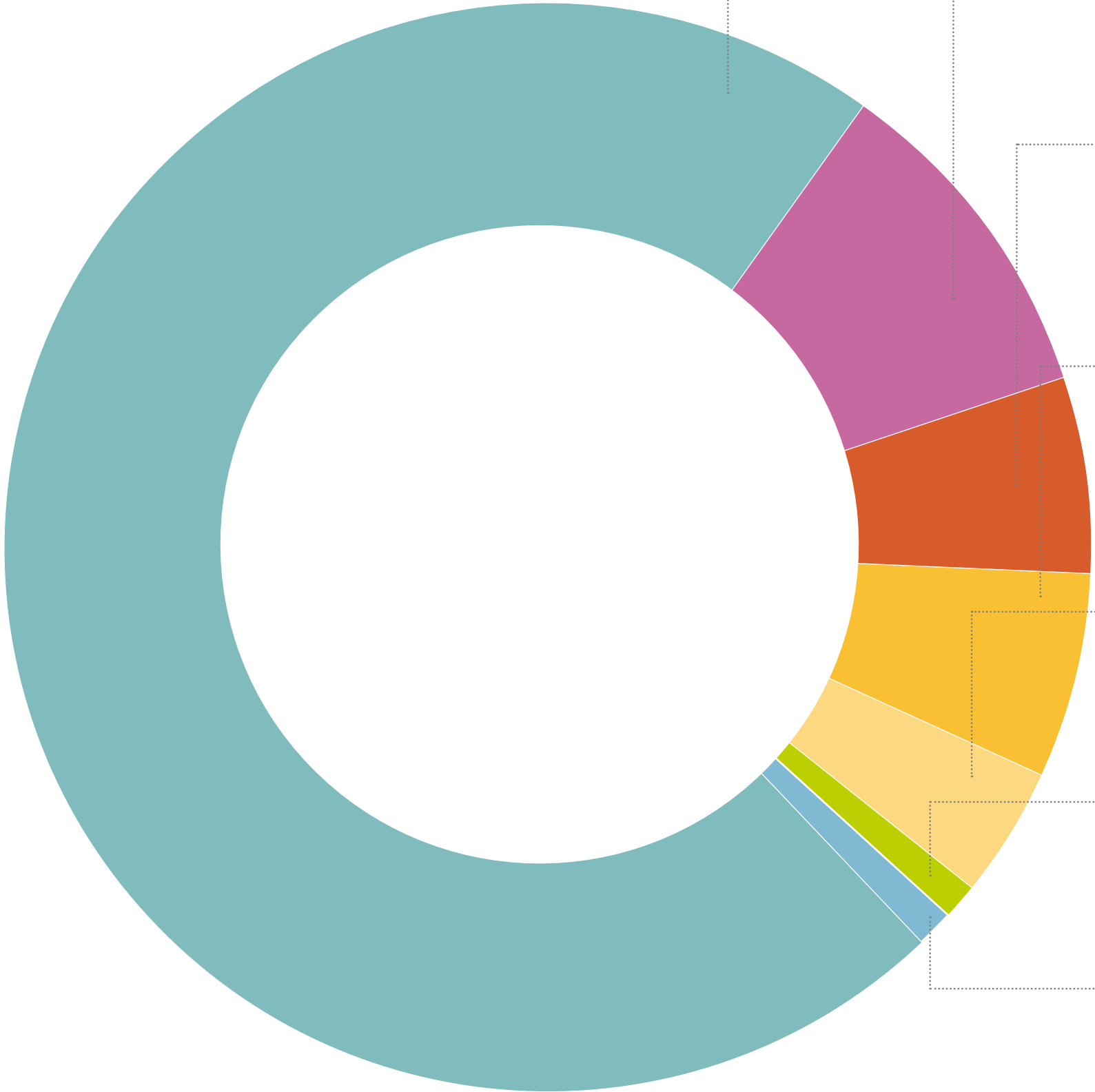
**Supply chain**  
All indirect emissions that occur in our value chain, both upstream and downstream.



# Where our greenhouse gas emissions come from

## Greenhouse gas emissions 2022/23, tCO<sub>2</sub>e

Our print business is the largest contributor to our emissions, followed by our digital products - our website and apps.

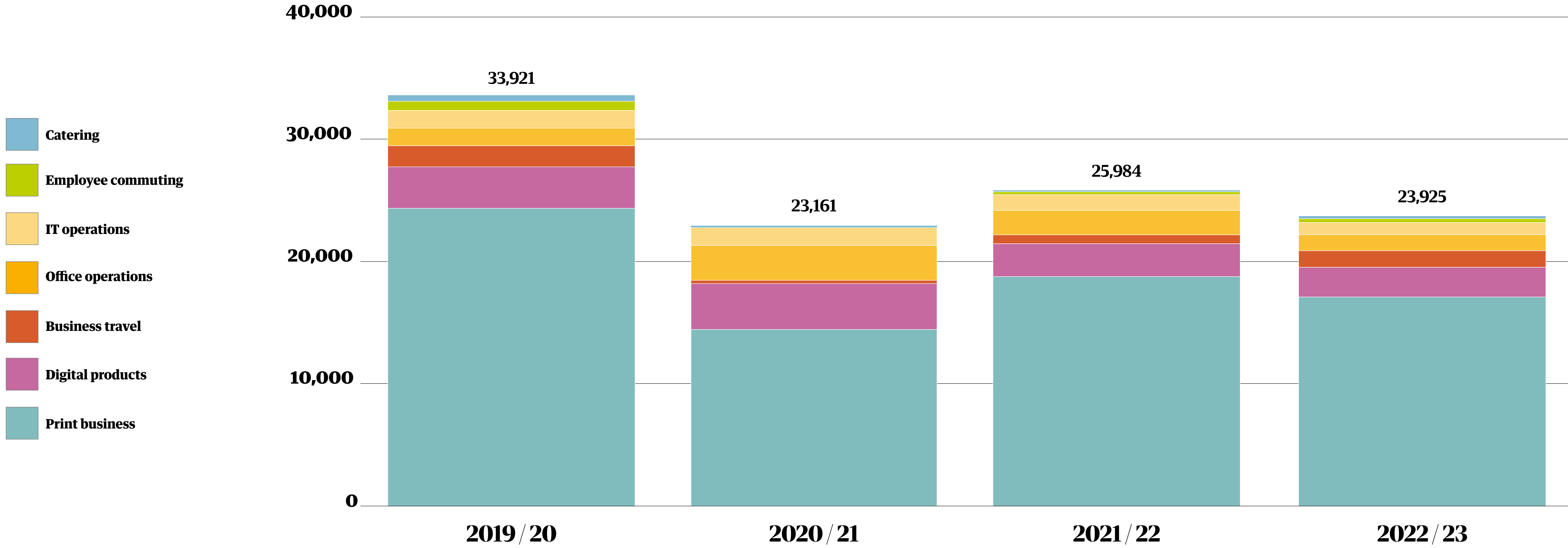


- Print business  
**72%**
- Digital products  
**10%**
- Office operations  
**6%**
- Business travel  
**6%**
- IT operations  
**4%**
- Employee commuting  
**1%**
- Catering  
**1%**

# Our greenhouse gas emissions over time

## Annual greenhouse gas emissions, tCO<sub>2</sub>e

Our greenhouse gas (GHG) emissions are 30% down compared to our base year (2019/20), and down 8% year-on-year. Methodologies for emissions measurement continue to evolve and our approach is to refine our data where possible. Based on new data from some of our print suppliers and incorporating well-to-tank emissions for sources of renewable energy, we have restated our 2021/22 figure. This restatement means that our emissions in 2021/22 went up by 12% year-on-year, rather than 7% as reported in our previous sustainability report. More details on this restatement can be found in the Appendix.



# Emissions from our print business

**72%** | Of total emissions  
17,227 tonnes of CO<sub>2</sub>e

### Factors affecting our 2022/23 results

#### Paper

The largest contributor to print emissions comes from the manufacturing of newspaper-grade paper. The emissions per tonne of paper can vary significantly between manufacturers so we are focused on working with our suppliers to support decarbonisation. In 2022/23 emissions from paper fell by 6% primarily as a result of a reduction in the volume purchased.

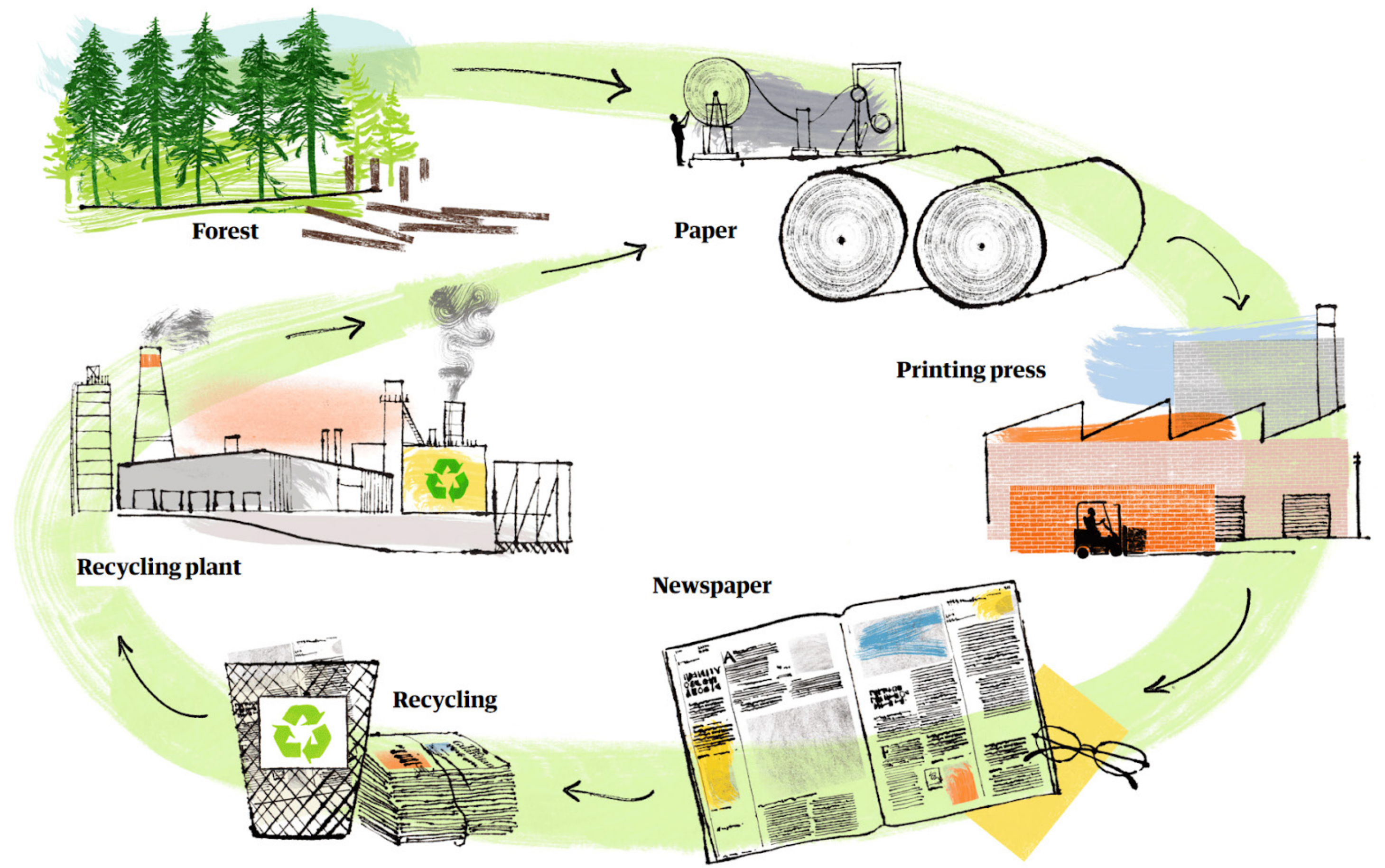
#### Printing

This includes the energy used at print sites, and the inks and printing plates used in the print process. All of our UK daily newspapers are printed at sites using 100% renewable energy. Printing emissions were down by 23% in 2022/23 due to improved energy efficiency at print sites in the UK and Ireland.

#### Distribution

We rely on a wide network of distributors and modes of transport to get raw materials from paper mills to print sites, printed newspapers from printers to wholesale distribution points, and from there to local retailers. Emissions from distribution were largely flat last year, despite lower volumes of papers being transported, as changes to paper suppliers and print sites meant longer distances travelled.

## Our print supply chain





# Emissions from our print business

## Current objectives

- Eliminate all unnecessary wrapping: phase out compostable wrapping by 2025; use paper wrapping only where strictly necessary.
- Grow the number of subscribers receiving newspapers delivered direct to home, thereby enabling more accurate print planning, and reduced wastage.
- All printing to be powered by 100% renewable energy by 2025.

## Steps we are taking

- Mainland Europe copies of the Guardian Weekly are now wrapped in paper instead of compostable packaging. Since 2021, all copies of Guardian Weekly in the UK are wrapped in paper.
- We launched our Home News Delivery service to all UK readers nationally; previously this service was only available in the London area.
- We are moving the printing of Guardian Weekly in the EU to a more energy efficient supplier. This change will also reduce the distances travelled from the print site to our distribution channels.
- All of our mainland UK printing of Monday - Sunday copies of the Guardian and Observer are powered by renewable energy.

## Where our paper comes from today:

### Newsprint for our papers

# 63%

- 13,200 tonnes in 2022/23
- 29% sourced from the UK; the remainder mainly from suppliers in Belgium, Germany and Norway
- 31% recycled paper
- 95% printed in the UK, 5% in Ireland

### Magazines - supplements and Guardian Weekly

# 37%

- 7,700 tonnes in 2022/23
- Around 7% sourced from the UK; the majority (88%) is from Sweden, and a small amount comes from Finland. Paper is sourced locally for Guardian Weekly printed in the United States, Australia and New Zealand.
- 7% recycled paper
- 97% of our magazines are printed in the UK. A small amount are printed in the EU, US, Australia and New Zealand for Guardian Weekly

■ Newspaper  
 ■ Magazines



# Emissions from our digital products

**10%** | Of total emissions  
2,450 tonnes of CO<sub>2</sub>e

## Factors affecting our 2022/23 results

Energy is consumed by readers' electronic devices as they access our website and apps. Our emissions footprint in this area is largely influenced by the proportion of renewable energy used by national grids. In the countries where we have the biggest online audiences - the UK, US and Australia - the proportion of all energy generated by renewables is increasing. This means that emissions from readers accessing our content have decreased over time despite our audience being larger now than it was in 2019/20.

Digital emissions also include energy use by servers and other web hosting infrastructure. Our engineering teams work hard to minimise the amount of server capacity we use and to find the most efficient ways of delivering content to our website and apps. Overall, emissions from digital products were down 9% year-on-year in 2022/23.

## Current objectives

- Improve our measurement of emissions from readers accessing our content.
- Improve our understanding of emissions from web and cloud hosting.
- Start measuring emissions from digital advertising and take steps to reduce them.

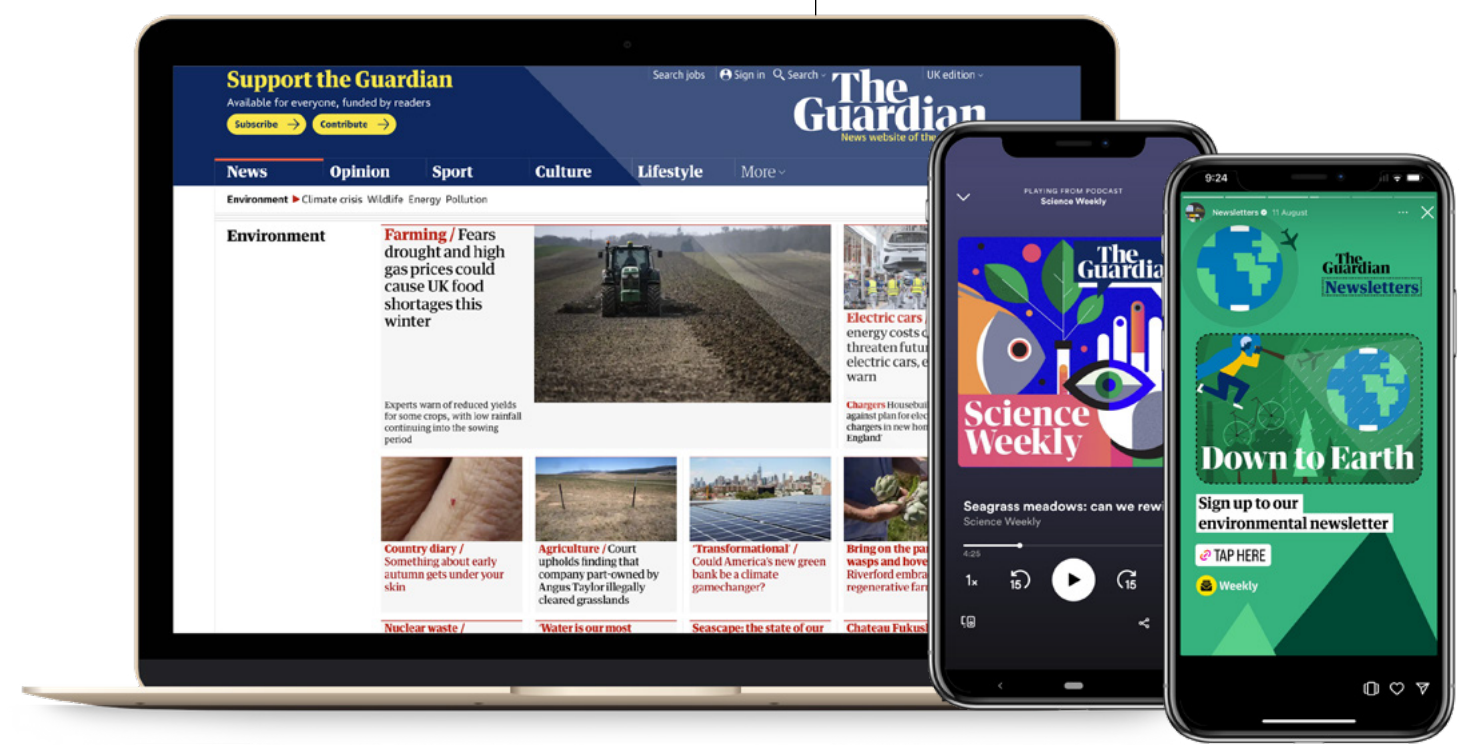
## Steps we are taking

- Continue to gather more granular data from suppliers of web and cloud hosting and external software services.
- Moving IT services to the cloud to drive efficiency.
- Conducted a trial to measure digital programmatic advertising emissions.

## Spotlight on: Measuring emissions from digital programmatic advertising

Every year billions of adverts are served on our website and apps. A significant proportion of all digital advertising relies on programmatic technology, which connects platforms like the Guardian with advertising agencies and clients through intermediary systems. These systems use a lot of data but until recently there was no methodology available to measure the emissions impact.

This is a nascent area of research that we are currently investing in. We have worked with a third party provider that is building a methodology to track data flows and estimate energy consumption and emissions across the complex programmatic advertising supply chain. We can now use the underlying information to make choices about the suppliers we work with to further streamline our ad infrastructure.



*"As one of the first publishers to look into this area, it's been great to help shape the metrics that the industry is starting to use to measure advertising emissions.*

*We are already starting to use this analysis to optimise our website and apps even further."*

**Russell Foxley,**  
Head of data, UK advertising

# Emissions from our offices

**6%** | **Of total emissions**  
1,558 tonnes of CO<sub>2</sub>e

### Factors affecting our 2022/23 results

Global office emissions decreased by 26% in 2022/23. Our offices in London, Sydney and Melbourne all use 100% renewable electricity. At our London office in Kings Place, emissions from gas fell, partly due to the installation of an upgraded building management system. In the US, we have gathered more accurate data on office energy sources, which led to a small measured reduction in US office emissions.

Catering emissions increased as our London canteen returned to full service and provided free hot meals for staff during the 2022/23 winter period to help with cost of living pressures.

We continue to survey staff globally on their home working and commuting patterns to inform our measurement of those categories. Home working emissions increased

due to most staff temporarily working fully from home while our offices were temporarily closed.

Every time we measure our carbon footprint we always look for new and available data and methodologies to make our measurement more accurate. This year, we have included the emissions associated with generating, storing and distributing renewable energy, commonly referred to as well-to-tank emissions.

### Current objectives

- Improve the energy efficiency of our office buildings.
- Have all global offices powered by 100% renewable energy.
- Reduce emissions intensity from catering.
- Improve our understanding of emissions caused by staff working from home.

### Steps we are taking

- Optimising the new building management system in our London headquarters;
- Preparing to replace all lighting in our London headquarters with LEDs, which should reduce our energy use by up to 40%.

### Spotlight on: Improving energy efficiency

While we already use 100% renewable electricity at our London headquarters, we are also committed to improving our energy efficiency. We are preparing a project to upgrade our office lighting at Kings Place to LEDs.

For the first time, in the tender process we included specific questions about the circular economy and biodiversity impacts of the lighting products. As a result, we are exploring a lighting solution to retrofit 625 of the existing lighting fittings with LEDs, as opposed to replacing the entire units.

When fully implemented, the project will create an energy saving of over 40%, reduce material waste and save energy in the manufacturing process.



*"This will be a significant improvement in our UK office energy efficiency.*

*We were impressed with the quality of the responses from manufacturers and are really pleased to have found a way of reusing the existing fittings across the office to reduce the amount of waste generated by the project."*

**Mark Holmes,**  
*Head of workplace and security*

# Emissions from business travel, IT operations and employee commuting

**6%** | **Business travel**  
**Of total emissions**  
1,363 tonnes of CO<sub>2</sub>e

### Factors affecting our 2022/23 results

Travel will always be a necessity for some elements of our work - on the ground reporting is a critical component of our journalism. We ensure that all travel that does take place meets policy guidelines and we actively look at ways to reduce the amount of air travel in particular. In 2022/23, business travel rose significantly as journalists were able to travel more freely for reporting. Overall, our emissions from this category were down by 20% in 2022/23 when compared to our baseline year, as travel volumes are still lower than before the pandemic.

### Current objectives

- Reduce emissions from air travel by 25% by 2025 compared with pre-pandemic levels (2019/20).

### Steps we are taking

- Implementing updates to our travel policy making rail the default mode of travel to UK mainland and Eurostar destinations.
- Adopted new tools within our travel booking system to display the carbon emissions of travel options and provide better measurement of air travel emissions including new data on aircraft type.
- Trialling alternative travel options such as European train travel to evolve travel habits in the long term.
- Moved to a new UK corporate taxi provider which has a larger fleet of hybrid and electric vehicles.

**4%** | **IT Operations**  
**Of total emissions**  
995 tonnes of CO<sub>2</sub>e

We saw a decrease of 23% in emissions from IT operations during 2022/23. This is due to switching to a new data centre which uses green energy and has a more efficient power usage than our previous provider. We also had more accurate data from IT suppliers. These improvements were partly counterbalanced by new IT hardware, as we make essential upgrades to improve productivity, resilience and security.

### Current objectives

- Eliminate emissions from external data centres by the end of 2023.
- Increase the proportion of cloud-based services to drive efficiencies in energy use.

### Steps we are taking

- Moving to newer, cloud-based technologies should reduce our total emissions.

### Spotlight on: Moving to a low-carbon data centre

Last year we moved our IT data centre to a new supplier that uses renewable energy. This move reduced data centre emissions by 95% and eliminated 32 tonnes of CO<sub>2</sub>e from our carbon footprint.

*"The energy required to power our infrastructure is one of the big contributors to our IT emissions.*

*Our on-site infrastructure at our London office is already powered by renewable energy so we wanted to replicate that at our off-site facility.*

*Moving to a new supplier has allowed us to eliminate most of our data centre emissions with no negative impact on performance."*

**Ali Hallworth,**  
IT infrastructure manager

**1%** | **Employee Commuting**  
**Of total emissions**  
319 tonnes of CO<sub>2</sub>e

The majority of our staff work in a hybrid way, combining time in the office with remote working. Every year, we survey staff globally on their commuting patterns and remote working set up, to understand the associated emissions. Commuting emissions increased as the average days spent in the office increased, but were still well below pre-pandemic levels. The vast majority of staff use public transport, cycle or walk for their commuter journeys.

### Steps we are taking

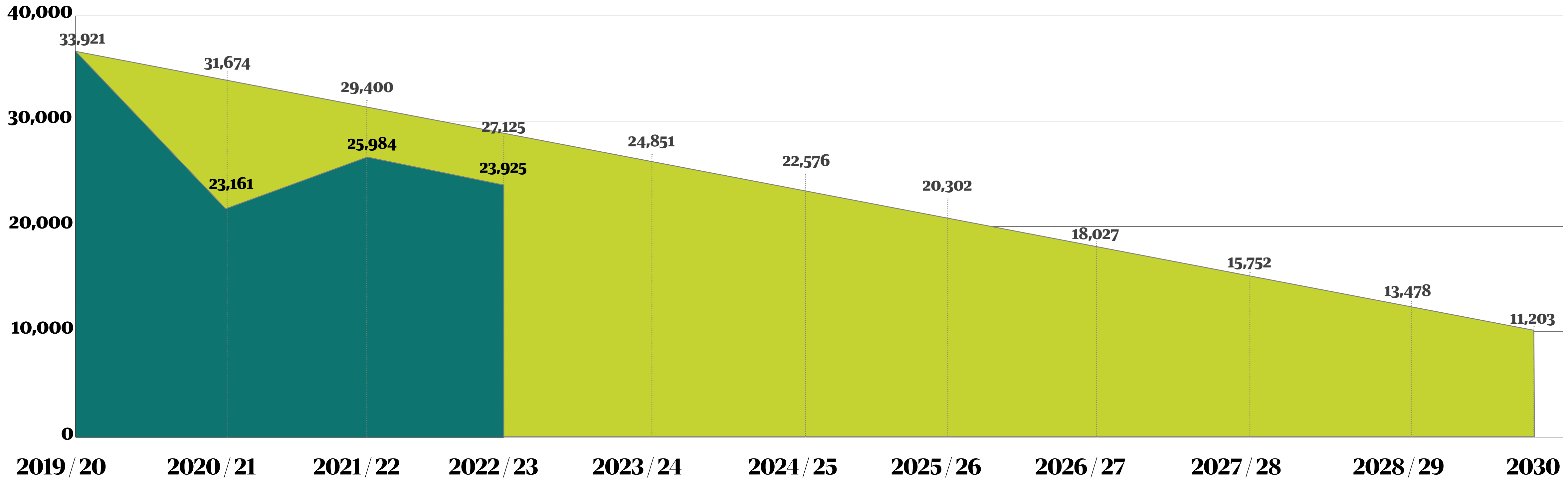
- Increased the limits on our cycle-to-work scheme for UK staff to facilitate the purchase of electric and cargo bicycles.
- Provide cycle facilities for staff, including secure parking, showers and free bike servicing workshops during staff Sustainability Week.

# Our progress against our 2030 target

Our emissions in 2022/23 are 30% lower than our 2019/20 baseline year, meaning we are tracking well against our target to reduce emissions by 67% by 2030, which has been validated by the Science Based Targets initiative. While there are a number of factors outside our direct control, we feel confident that there remain many areas across our supply chain we can continue to decarbonise in the coming years.

## Annual greenhouse gas emissions, target & actual tCO<sub>2</sub>e

67% reduction target by 2030    Actual emissions



# Making a wider impact – journalism and events

## Environmental journalism

The biggest positive environmental impact we have is through our journalism. The Guardian has more than a dozen dedicated climate, biodiversity and climate justice reporters, based in the UK, the US, Australia, Europe and the Amazon rainforest in Brazil. We work with our foreign correspondents around the world and other specialists across our newsrooms to cover each angle of this most urgent of issues that touches every aspect of our lives.

Our journalism has real-world impact, keeping the foremost challenge of our times firmly in the public eye, from [climate justice reporting](#) that highlights the chasm between the world's rich and heat-vulnerable poor, to uncovering the extent of [toxic air across Europe](#) and [spotlighting solutions](#), not just the problems. We report on how [climate breakdown is already affecting people and species](#), including during extreme [weather events](#), and publish up-to-date global indicators on the crisis and use language that recognises its severity.

By shining a light on the climate and nature emergencies, and giving them the sustained attention and prominence they deserve across our website, apps and newspapers, our journalism changes minds and policies.

In 2023, we reiterated [our pledge](#) to report relentlessly on the emergency across all areas of the newsroom and made a stronger commitment to reporting on the natural world. We will strive to make clear the connections between the climate and nature crises, hold countries and businesses to account, and incorporate the latest science into our coverage.

As well as our daily newspaper, website and app, we also showcase our environmental journalism through our [Down to Earth newsletter](#) and [Science Weekly podcast](#).



*"You are the most informative and trustworthy of all the media outlets, particularly on issues others don't even acknowledge such as the environment and climate change.*

*You have integrity and independence because you don't financially answer to any organisations who seek their own agenda through you."*

**Caroline,**  
United Kingdom

*"I think the paper does all it possibly can to focus and maintain its readers' attention. The difficulty lies with persuading those who can effect change to do just that.*

*You've led by dropping investment in fossil fuels, so are clearly walking the walk. If only others would follow your admirable lead."*

**Anon reader**

## Events

[Guardian Live](#) events bring our audiences closer to the big stories, award-winning journalists, and leading thinkers in livestreamed and interactive events that can be accessed from wherever they are in the world. Over the last year we have hosted numerous events on environmental topics, including:

- Cop 27: How can we save humanity from climate catastrophe? With Guardian journalists, Ed Miliband, Tessa Khan and Tamra Gilbertson;
- How to overcome eco-anxiety and turn it into positive action - Patrick Barkham in conversation with young environmental activists and nature writers;
- George Monbiot presenting his latest book Regenesiis;
- The climate crisis: A masterclass with academics, Guardian journalists and activists;

Sustainability is at the forefront of how we plan and deliver events, with a focus on minimising waste. Measures we take include using digital ticketing and digital signage wherever possible; reusing physical materials, sets and furniture; and offering vegetarian, vegan, organic and locally sourced catering options wherever possible.



# Making a wider impact - advertising and Guardian Jobs

## Advertising

We are taking steps to measure and reduce the direct emissions impact of advertising on our own platforms. We are always looking for innovative solutions and seek to use our influence to help accelerate decarbonisation efforts by the wider industry. Since January 2020 we have refused advertising from all fossil fuel extractive companies - we are one of few media publishers to do this.

The actions we are currently pursuing include:

Measuring emissions caused by programmatic digital advertising - We have worked with a third party provider that is developing a methodology to track the carbon footprint of the programmatic advertising supply chain.

Promoting low carbon advertising formats - We partner with Seen This to provide adaptive streaming of video ads, a method that significantly reduces the data load - and consequently the emissions impact - of video advertising.

Introducing low carbon advertising delivery - With Opt Out Advertising, we have developed Guardian Light, a way of serving advertising to users who have "rejected all" on the consent banner. This technology does not use first or third party cookies, tracking or auction technologies, serving all ad creatives from within our own technology systems - this reduced processing required to place advertising on our digital properties should significantly reduce the emissions impact of this form of digital advertising.

Sharing our experience with the industry - We regularly present to advertising agencies, clients and industry events to share the learnings from our environmental action.

Engaging with industry bodies - We are members of a several industry initiatives focused on making positive change to the advertising sector:

- Ad Net Zero - The Advertising Association's flagship programme to decarbonise the production, distribution, and publication of advertising.



- IAB Europe Sustainability Standards Committee - setting industry-wide standards for the measurement of digital advertising emissions and best practice for minimising that impact.

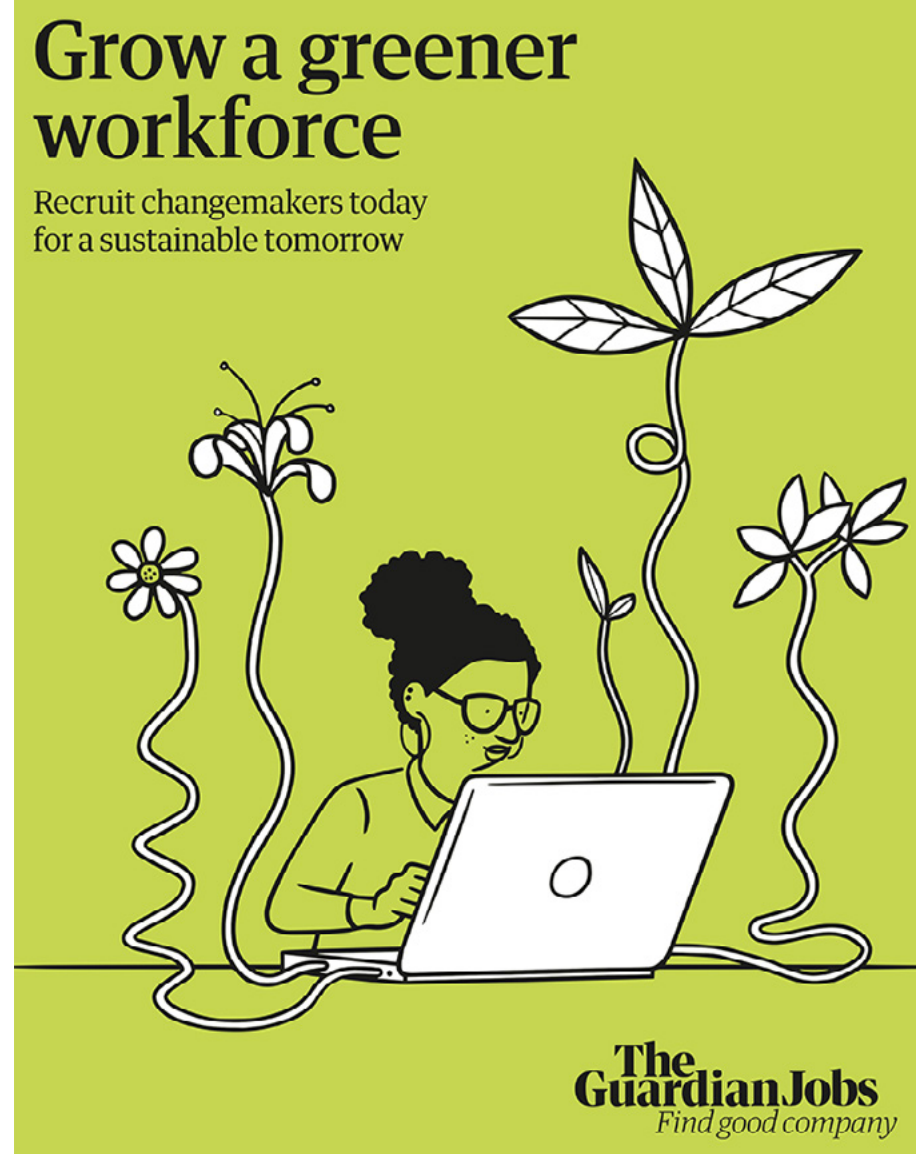


- Purpose Disruptors Advertised Emissions - aiming to create a framework and usable metrics for the industry to measure and reduce the impact of emissions that result from advertising of products and services



## Guardian Jobs

We continue to offer our 'Green Jobs' product, which connects our readers with sustainability-focused roles. To date, we have advertised over 800 such roles on the Guardian Jobs platform, advertised by 300 employers, with over 34,000 candidates exploring these opportunities.



# Measuring our biodiversity impact

Carbon emissions are only part of the story when we think about destruction of the environment. Science tells us that climate and nature are linked and that humanity needs to protect and restore the natural world to reach our targets for limiting climate change.

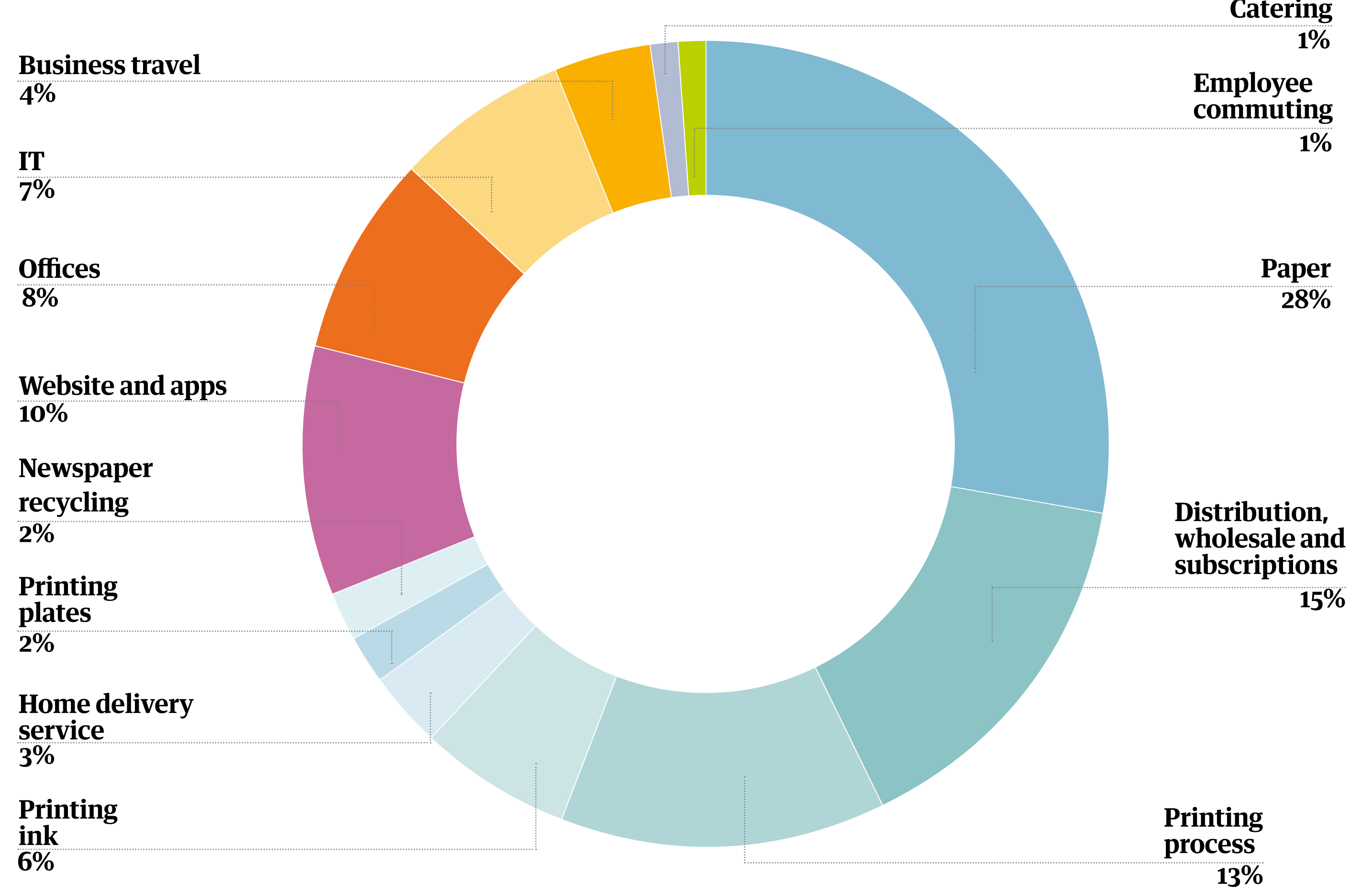
In 2023 we completed our first audit of the Guardian's impact on biodiversity, working with researchers at the University of Oxford through a consultancy called Wild Business Ltd. The researchers analysed data for the year to March 2022, which covered the same range of business activities as our greenhouse gas emissions measurement. The analysis examined our impact on nature through greenhouse gas emissions, water use, water pollution, air pollution and land use. All are crucial resources for wildlife, and together, they rank among the main drivers of nature loss.

As far as we know, we are the first newspaper publisher to have done this and we published our findings on [our website](#) as part of our 2023 environment pledge.

The main driver of biodiversity decline comes from production of the newspaper. This accounted for 68% of our impacts and mostly came from greenhouse gas emissions. Other significant factors were water usage and water pollution from chemicals in the pulping process, as well as the impact of inks and aluminium printing plates.

We looked at how transporting paper by road can release nitrogen oxide, which contributes to ozone formation, and sulphur dioxide, which is a factor in acid rain. Growing trees to make paper in Scandinavian forests has an impact on wildlife habitats.

**Proportion of Guardian's biodiversity impact by activity**



Source: Wild Business Ltd.



# Measuring our biodiversity impact

Because there is a strong correlation between our carbon footprint and biodiversity impact, we know that in reducing our emissions we will often also reduce our impact on nature. Having this information gives us more confidence that the path we are following to address our environmental impact is the right one.

We are incorporating biodiversity considerations into our emissions reduction plan. For example, we are working on ways to reduce waste within the newspaper supply chain, which will reduce our greenhouse gas emissions and our wider impact on nature. We have started asking for data relating to nature impacts as part of large purchasing contracts, to inform our supplier choices.

There are still considerable gaps in the data available to us for several reasons. This is a nascent field and many of our suppliers did not have all the necessary data. In the future, we will ask all large suppliers for information on water use, land use and air pollution alongside the data we already collect

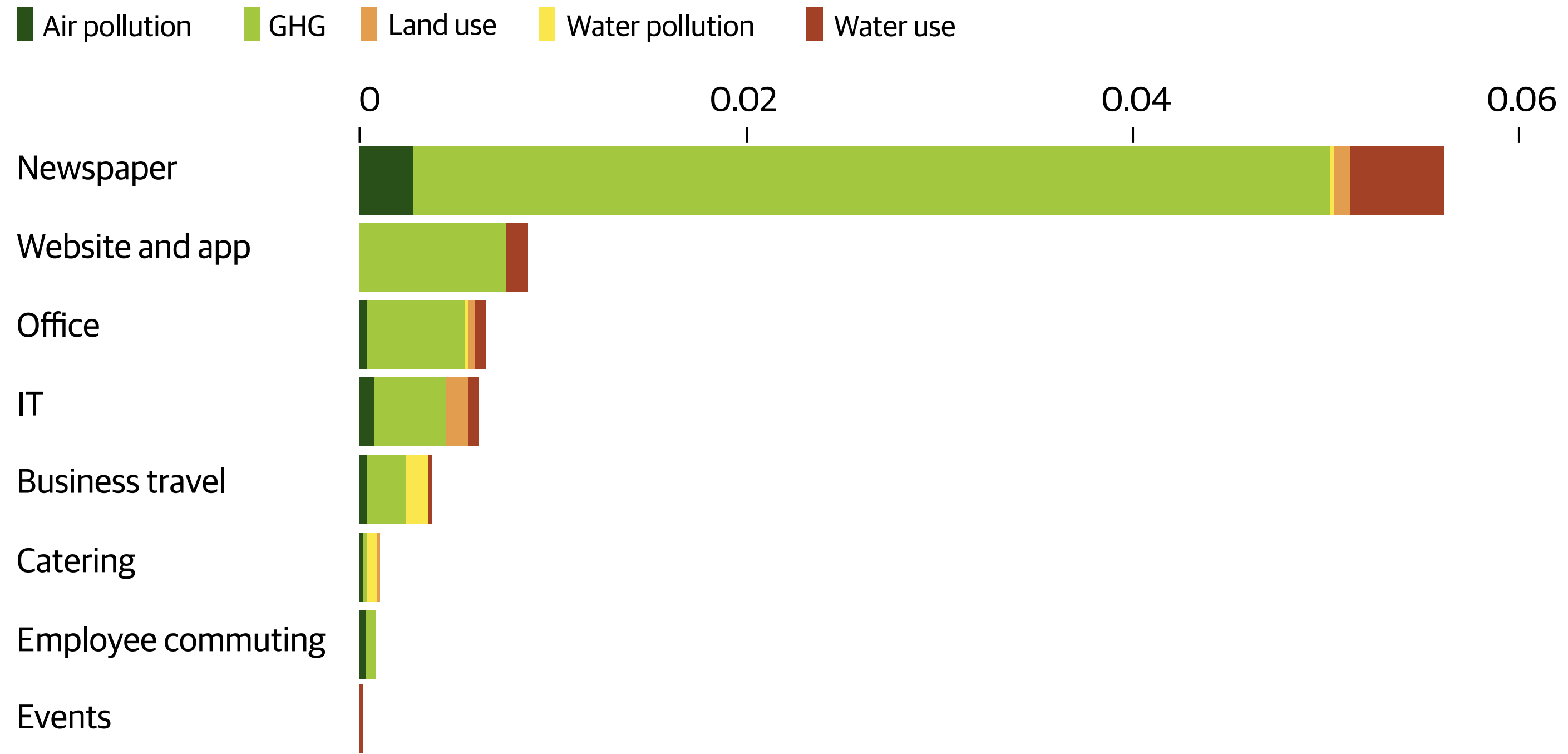
on carbon emissions. In some areas, the supporting research into industries relevant to our supply chain has not been done yet. And in some cases, we don't know where the materials in our wider supply chain come from.

As a priority, we aim to get better data on the water and land use associated with paper supply; and the use of aluminium plates, chemicals and inks necessary for newspaper printing.

For now, we are not yet in a position to set a hard target for reducing our impacts on nature. We expect measurements to evolve over the coming years, so we will continue to monitor developments and the emergence of new measurement standards.

## Breakdown of biodiversity impact by business activity and by environmental impact, using the metric species.year

Species.year is the number of species that would probably be lost from a localised region because of environmental pressures exerted by a given activity over the course of a year



Guardian graphic. Source: Wild Business Ltd.

# Recertifying as a B Corp

In 2019 the Guardian became the first major international news organisation to become a B Corporation. In 2023 we successfully renewed our certification, increasing our overall score and making progress in almost every category.

B Corps are companies that pursue purpose as well as profit, and meet high standards of social and environmental performance and transparency. B Corp is a global certification and is a transparent and recognised way to show our progress and ambition.

Our recertification reflects the breadth of work we are prioritising globally and improvements we have made across the five categories of the B Corp assessment since our first certification:

**Governance** - We changed our company articles of association to commit to creating a material positive impact on society and the environment, and to consider the interests of all stakeholders when making decisions.

**Workers** - We have made enhancements to our UK staff policies, introduced in response to staff feedback, with a particular emphasis on further support for women and parents in the workplace, extending maternity and paternity leave and introducing new baby loss and menopause policies.

**Community** - Across our global business we have made clear commitments to further embed diversity, equity and inclusion into our whole approach to working life. Since our last B Corp certification we have introduced ethnicity pay gap reporting in the UK and US and established programmes to improve minority representation. In Australia we have launched a cultural and linguistic diversity plan and a Reconciliation Action Plan. We have worked with the Business Disability Forum in the UK to conduct a disability audit and understand how to make it easier for disabled people to apply to and work for the Guardian.

**Environment** - Since first certifying we have set our emissions reduction target, which has been validated by SBTi. We have established annual measurement and reporting of emissions across our supply chain and achieved a 30% reduction in global emissions. We have created forums and internal champions to lead our emissions reduction efforts across the business, and conducted industry-leading research into our biodiversity impact.

**Customers** - We continue to provide our global audience with open access to independent journalism. We place a high priority on respecting our readers' privacy and have introduced new features such as a Tor onion service, which allows readers to access our journalism entirely within the Tor network to protect from digital surveillance and bypass censorship of free media. We also work hard to make our website and apps accessible to all audiences.



In March 2023, to celebrate B Corp Month we ran a print advert celebrating our membership of the B Corp community.



# Appendix

## Our greenhouse emissions by category

Greenhouse gas emissions by year (tCO <sub>2</sub> e)					
Scope	Description	2019 / 20	2020 / 21	2021 / 22	2022 / 23
Scope 1	Emissions from gas and refrigerants	654	1,615	649	286
Scope 2	Purchased electricity	201	111	149	34
Scope 3	Purchased goods and services	18,068	10,699	14,615	12,644
	Upstream emissions from purchased fuel and energy	141	104	165	180
	Upstream transportation and distribution	8,524	5,321	5,898	5,822
	Waste generated in operations	7	3	4	1
	Business travel	1,561	221	643	1,213
	Employee commuting	765	875	626	851
	Use of sold products	3,409	3,774	2,705	2,449
	End-of-life treatment of sold products	591	438	530	445
<b>Total</b>		<b>33,949</b>	<b>23,161</b>	<b>25,984</b>	<b>23,925</b>

# Appendix

## Our restated data for 2022/23

Carbon accounting methodologies are updated regularly, and when new studies are published we take care to review these and incorporate them into our carbon audits when appropriate and in line with best practice guidance.

An example of this is newly published guidance on measuring the emissions associated with mixed-source renewables and nuclear-sourced electricity where previous methodologies did not factor in the upstream production and distribution of generating renewable energy. We have decided to incorporate this new methodology for our 2021/22 and 2022/23 results. This update affects our scope 3 electricity emissions, and also emissions associated with the use of electricity by our suppliers such as paper manufacturers, printers and transport and distribution providers

The result of this change, together with newly-sourced freight data points obtained for some of our newspaper and magazine sales, amounts to approximately 8% increase in total

emissions for 2021/22. The below graph reflects the newly restated figure for 2021/22.

**Annual greenhouse gas emissions - previous and restated figures for 2022/23 (tCO<sub>2</sub>e)**

